



CHARTERHOUSE

# Teacher of Theology, Philosophy and Ethics Job Description

## September 2026

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## Welcome from the Head



Thank you for your interest in this role at Charterhouse.

Charterhouse is an exceptionally rewarding place for our pupils and staff. The developments in our academic and co-curricular provision, boarding and social spaces have facilitated a highly successful move to full coeducation, demonstrating an intentional and strategic drive to deliver a world-class, future-ready education, where every individual is empowered to reach their potential.

Our vision and values place kindness and belonging at the core, and our culture is one of welcome and acceptance. Open our doors and you will find a diverse and enriching range of people, experiences, thoughts and interests that all contribute to our thriving community. We nurture our talent and offer a myriad of opportunities to learn and grow together.

We warmly invite people from all backgrounds to share their passions, skills and ideas and who can help us to continuously lead and inspire the next generation, in an environment where everyone can flourish.

A handwritten signature in black ink, reading "Alex Peterken". The signature is fluid and cursive, with a long horizontal stroke at the end.

Dr Alex Peterken  
Head



## About Charterhouse

Charterhouse is a beautiful school in a 250-acre campus – a wonderful setting for the whole community to live and work together and a splendid backdrop for teaching and learning.

Founded in 1611, Charterhouse is one of the world's leading coeducational independent schools, welcoming boarders and day pupils at 13+ entry and 16+ entry.

Surrounded by a world of opportunity and connected by a feeling of belonging, each pupil at Charterhouse is educated to embrace life's full potential, and empowered to carry this into their future. A Charterhouse education prepares for both academic success as well as laying the foundations for future professional, social and personal fulfilment.

The School is academically ambitious for every pupil, with all strands of a Charterhouse education leading towards being fully prepared for the real-world of tomorrow and equipped to grasp future opportunity.

The curriculum is all about choice for the individual and is firmly rooted in academic rigour, intellectual curiosity and independent learning. Year 9 pupils follow a real breadth of academic subjects, with the curriculum in Years 10 and 11 culminating in (I)GCSEs.

Pupils benefit from the dual offer available in the Sixth Form: A Levels with an Extended Project Qualification or the breadth of the IB Diploma Programme. A wonderful range of academic electives are on offer, including the Charterhouse Entrepreneurship Diploma (accredited by the Institute of Enterprise and Entrepreneurs) and the Ivy House Leadership Award.

From an outstanding and varied academic education to the raft of co-curricular options – opportunities abound at Charterhouse. With over 80 activities, the co-curriculum is an essential strand of a Charterhouse education, combining opportunities for leadership development, creativity, exercise and team work.

The Boarding House teams are at the heart of supporting each young person on their journey through the School. The Heads of House live in the Houses, and are supported by a team of tutors and pastoral staff – two of whom are also residential. The House Teams are supported by a 24-hour Health Centre and pupils also have access to support through the Wellbeing team, counsellors and chaplaincy.

Shared values are central to life at Charterhouse, enabling each person to be themselves – everything at Charterhouse begins with kindness. We warmly welcome applicants who will share our values and with the enthusiasm and energy to make a significant and lasting contribution to life at the School. Together we can ensure that Charterhouse continues to be a world-class education provider.

PERSEVERANCE  
CHARTERHOUSE  
RESPONSIBILITY  
MORAL COURAGE  
OPEN-MINDEDNESS  
KINDNESS

## Our Values

At Charterhouse we recognise that we each have a responsibility to reflect upon everything we have been given and strive to make the most of the opportunities available to us in order to live our motto: '*Deo Dante Dedi*' – God having given, I gave.

Everything we do at Charterhouse is centred around living to our core set of values. They help steer how we behave, learn and treat each other. They are embedded in and reflected upon in all aspects of school life. Of these, kindness – to ourselves and to others – is the most important and something we encourage in all pupils from their very first day.

We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each child feels valued and can flourish. Every year we welcome children from a diverse range of backgrounds and experiences; this enriches our community and is vital in preparing all our pupils for today's world.

## Why Choose Charterhouse

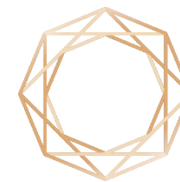
Charterhouse is an exceptional place to work. You will be part of a vibrant and inclusive community with a teaching career in a world-class school at the forefront of educational innovation. Throughout this job description you will see the many reasons to join us. Below are some practical benefits that are offered, complementing a generous remuneration package:

- Choice of TPS or ompetitive contributory occupational pension scheme
- Death in service benefit up to the age of 70 (if not already included in occupational pension scheme)
- Single Membership of a private medical insurance scheme (subject to eligibility) & Cash Health Plan currently provided by +Medicash
- Payment for eye tests for users of visual display screen equipment, and a contribution currently amounting to £50 to the cost of any corrective eye wear (normally claimable once every 3 years)
- Personal Accident insurance
- Access to an Employee Assistance Programme
- School fee remission (subject to eligibility).
- Membership of the School Sports Centre
- Membership of the School's 9-hole golf course at a reduced subscription
- Participation in a 'Cycle to Work' scheme (subject to eligibility)
- Salary sacrifice on electric vehicles (subject to eligibility)
- Lunches, during your normal working day
- Free on-site parking
- Invitations to school productions and concerts throughout the year
- Use of the School Library to borrow books & other media
- Continuing professional development as part of our talent management programme.
- Subsidised accommodation may be provided subject to availability.



'Dynamic and energetically ambitious'

- CARFAX TOP 120 SCHOOLS IN THE WORLD



PRINCESS ROYAL  
TRAINING AWARD  
2023

'Crackling with dynamism, this is a place  
where things are always happening.'

- TATLER SCHOOLS GUIDE 2023



## Teacher of Theology, Philosophy and Ethics (TPE)

Charterhouse seeks to appoint an outstanding Teacher of Theology, Philosophy and Ethics (TPE) to join this intellectually ambitious and forward-thinking department from September 2026. The successful applicant will teach a full-time timetable and is likely to contribute across all year groups, including A-Level Philosophy. This is an exciting opportunity for a reflective, curious and committed educator to join a department that values academic rigour, innovation and the formation of thoughtful, ethically engaged young people within a thriving boarding school environment.

## TPE at Charterhouse

The TPE Department plays a significant role in the academic life of the School. It comprises a strong and collaborative team of seven subject specialists who teach across all year groups. The department has a long-standing reputation for innovation and intellectual rigour, continually reimagining its curriculum to prepare pupils to engage thoughtfully with the moral, philosophical and religious questions of the modern world.

In Fourths, pupils encounter Theology through the Dark Beginnings course, which explores the origins of spiritual thought through archaeology and extraordinary ancient objects. This is followed by the department's pioneering Technology Ethics course. Established over seven years ago, Charterhouse was the first school to introduce a programme addressing ethical issues arising from artificial intelligence, algorithmic bias, virtual reality and emerging technologies.

In 2025, the department launched a new Space Ethics course, applying the philosophical thought of thinkers such as Rousseau, Locke and Mill to humanity's exploration and potential settlement of space.

TPE is one of the School's largest GCSE option subjects, with approximately 90–100 pupils opting to study it each year. Pupils in the Removes and Fifths (Years 10 and 11) follow Edexcel IGCSE Religious Studies, exploring ethical and philosophical issues from a Christian perspective in Paper 1, alongside an in-depth study of Islam in Paper 2. Outcomes are consistently excellent, with around 60% of pupils achieving a Grade 9 in 2025.

At Sixth Form, the department offers A-Level Philosophy (AQA), with strong uptake of 30–40 pupils each year. The department includes experienced A-Level examiners, and colleagues are actively encouraged to benefit from this expertise. The course covers Epistemology, Moral Philosophy, Metaphysics of God and the Mind. The department also teaches IB Philosophy at both Standard and Higher Level to a smaller cohort of pupils.

The TPE team is friendly, cohesive and intellectually curious. Colleagues share a genuine commitment to excellent teaching, innovation and pupil wellbeing, and are proud of the department's academic success while never complacent.

## Purpose and Responsibilities

A Teacher of TPE is responsible, through the Head of TPE, to the Deputy Head (Academic) and ultimately to the Head, for the effective teaching and development of Theology, Philosophy and Ethics within the School.

The post holder will promote high academic standards while modelling and reinforcing the values of Charterhouse, enabling pupils to develop the knowledge, skills and dispositions required to make a positive contribution to society.

### Key Responsibilities:

#### Curriculum

- Teach a full timetable in accordance with the departmental Scheme of Work, including provision for stretch, SEN support, Banco (prep) and regular assessment.
- Set, mark and assess work in line with School and departmental policies, providing timely and constructive feedback.
- Maintain accurate records of pupil attainment and progress and contribute to academic reporting.
- Monitor developments in national and international curricula and share relevant updates within the department.
- Provide additional academic support outside the timetable where reasonably required by the Deputy Head (Academic).
- Be available, where required, for private study supervision or emergency cover.

#### Learning Environment, Resources, and Enrichment

- Work collaboratively to ensure classrooms and departmental areas are stimulating, well-organised, safe and orderly.
- Share resources and best practice within the department.
- Ensure appropriate lesson cover and work are set when absent, in liaison with the Head of Department.
- Contribute to the planning and delivery of academic enrichment, including subject societies, projects and trips.
- Comply with Health and Safety requirements and departmental risk assessment procedures.

#### Communication and Professional Engagement

- Monitor pupil progress closely and provide constructive oral and written feedback.
- Communicate effectively with parents regarding pupil progress at scheduled events and as required.
- Attend and contribute to meetings and events, including staff meetings, INSET, chapel services and parents' briefings.
- Liaise with colleagues as needed, following School protocols for subject changes and academic support.
- Support the promotion of the School, including participation in open days and outreach activities.

#### Professional Development

- Demonstrate a strong commitment to ongoing professional and personal development.
- Participate fully in the Teaching Staff Professional Development Review (appraisal) process.
- Support colleagues in maintaining high standards of behaviour, discipline and professional practice.

### Pastoral Responsibilities

- Play a full role in the pastoral life of a boarding school, supporting pupils' academic, personal and emotional development.
- Act as a Tutor attached to a boarding house, including evening House duties and School-wide supervision as required.
- Proactively identify and report concerns relating to pupil welfare, behaviour or progress to appropriate staff.

### Co-curricular and Wider School Life

- Participate fully in the School's co-curricular programme, contributing skills and experience where appropriate.
- Promote Charterhouse values and support pupils in developing the attitudes and skills required to contribute positively to society.
- Assist with the organisation and supervision of trips, enrichment activities and academic support sessions.

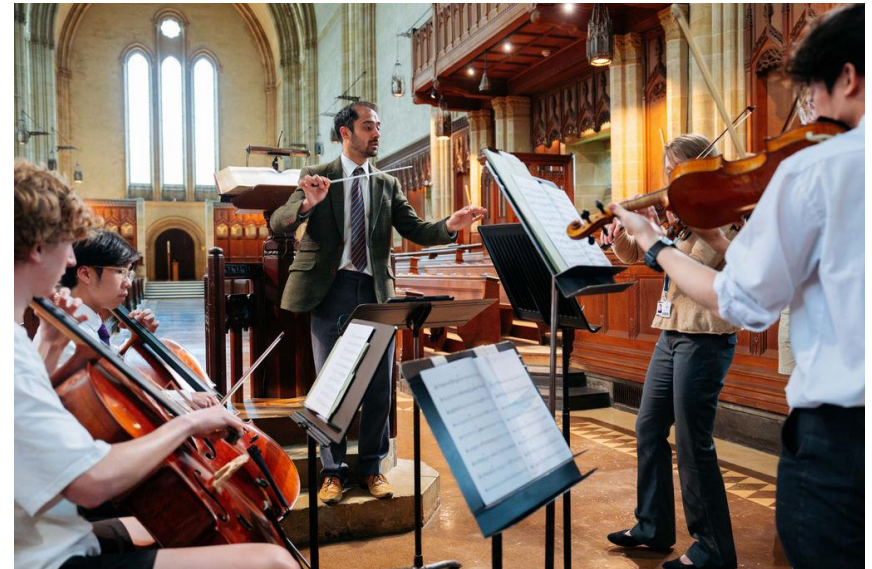
### Examinations and Administration

- Assist with the marking of scholarship, Common Entrance and internal examinations where required.
- Invigilate internal and external examinations as reasonably requested and in accordance with examination board regulations.

### Safeguarding

- Demonstrate the highest levels of commitment to safeguarding and promoting the welfare of children and young people.

*No job description can fully cover all aspects of the role. Responsibilities may evolve over time, but this description provides an overall view of the position.*



# Person Specification

## Qualifications

Essential	Desirable
<ul style="list-style-type: none"><li>▪ A good honours degree relevant to the teaching aspects of the role.</li><li>▪ Strong subject knowledge sufficient to teach effectively at GCSE and Sixth Form level.</li></ul>	<ul style="list-style-type: none"><li>▪ A recognised teaching qualification (e.g. PGCE) or willingness to work towards one.</li><li>▪ Experience of teaching and/or working with secondary-age pupils.</li></ul>

## Relevant Experience, Knowledge & Technical Competencies

The successful candidate will be able to demonstrate:

- Outstanding potential or proven excellence in the teaching of Theology, Philosophy and Ethics.
- The ability to communicate complex philosophical, theological and ethical ideas with clarity, sensitivity and intellectual precision to pupils of differing ages and abilities.
- Secure classroom practice, including strong behaviour management and the ability to foster a purposeful, inclusive and academically rigorous learning environment.
- A reflective and self-aware approach to teaching, with a willingness to seek feedback, learn from colleagues and continually refine practice.
- The ability to plan, sequence and deliver high-quality lessons that align with departmental schemes of work while responding thoughtfully to pupils' needs.

- Well-developed pastoral instincts, with the ability to support pupils' academic progress alongside their personal, emotional and moral development.
- Confidence in using assessment and feedback to promote pupil progress and stretch the most able.
- Competence in the use of educational technology and digital resources to support teaching, learning and assessment.

## Personal Competencies

The successful candidate will be:

- Enthusiastic, intellectually curious and genuinely passionate about Theology, Philosophy and Ethics.
- Highly organised, with excellent time-management skills and close attention to detail.
- Proactive, adaptable and able to use initiative within a busy and demanding school environment.
- An effective communicator with high levels of literacy and the ability to build positive professional relationships with pupils, colleagues and parents.
- Willing to contribute fully to the wider life of a boarding school, including co-curricular provision, pastoral responsibilities and work beyond the normal school day.
- Collegial and collaborative, valuing teamwork and contributing positively to a supportive departmental culture.
- Aligned with the values of Charterhouse, demonstrating integrity, kindness, open-mindedness and moral courage in professional practice.

## Application Process

**Closing date for applications is 12 noon on Wednesday, 25 February 2026.  
Interviews will be held shortly after the closing date.**

Applications should be made in accordance with the School's application and safer recruitment procedures, via the School's website, selecting the relevant vacancy. The selected vacancy link will take you to our online recruitment system and give you the opportunity to register and complete an application form. You will also have the opportunity to upload your latest CV.

Early applications are warmly encouraged, and a bespoke invitation to interview may be offered in advance of the closing date.

All successful job applicants will be required to undertake a Criminal Record check and to undergo child protection screening.

### [Visit our website – Employment Opportunities](#)

We are creating an inclusive culture where all forms of diversity are seen and valued – for our pupils, for our staff. A culture that supports the enduring Charterhouse education provided to pupils in our global and multi-cultural environment. Join us now to be a part of it.

If candidates would like an informal conversation before applying, Mr Mark Begbie (Head of TPE) would be very happy to talk with you. Please contact him by email ([mb@charterhouse.org.uk](mailto:mb@charterhouse.org.uk)) to arrange a mutually convenient time.

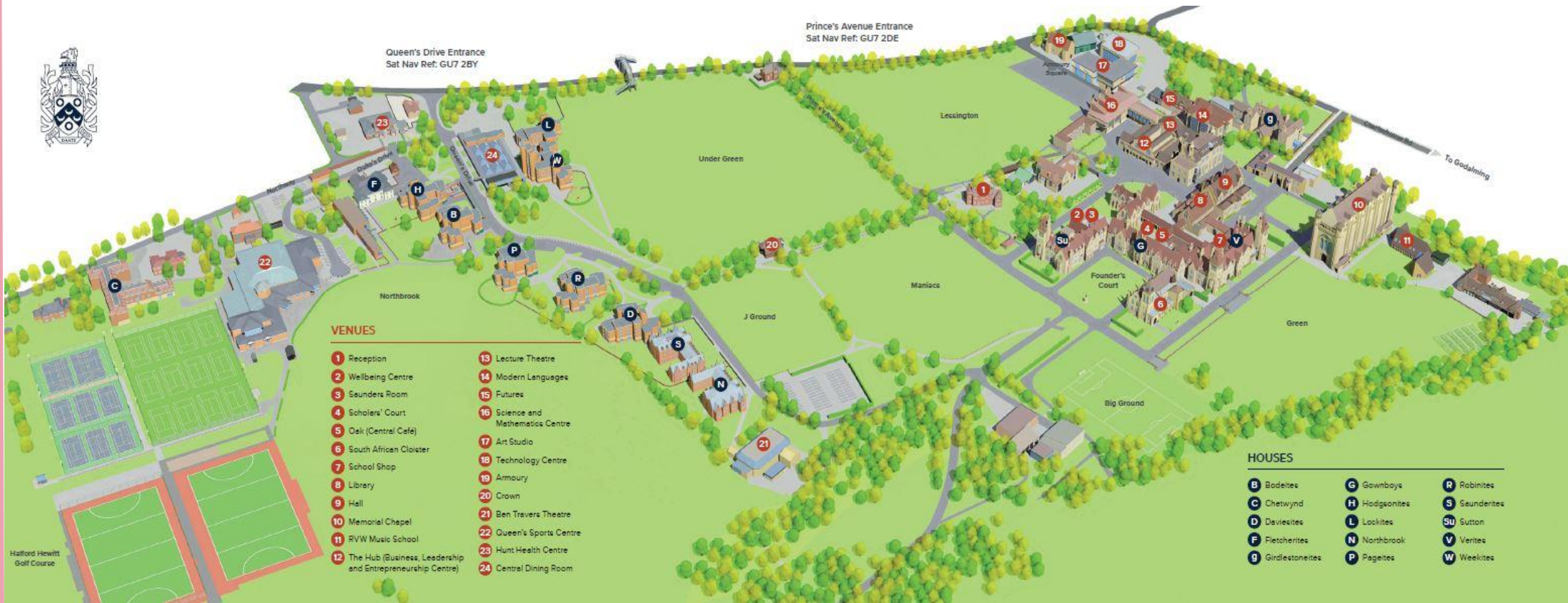


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**charterhouse.org.uk**

Registered Charity 312054

# The Charterhouse Campus



## VENUES

- |   |                                   |
|---|-----------------------------------|
| 1 Reception   | 13 Lecture Theatre                |
| 2 Wellbeing Centre  | 14 Modern Languages               |
| 3 Saunders Room   | 15 Futures                        |
| 4 Scholars' Court   | 16 Science and Mathematics Centre |
| 5 Oak (Central Caf )  | 17 Art Studio                     |
| 6 South African Cloister                                      | 18 Technology Centre              |
| 7 School Shop   | 19 Armoury                        |
| 8 Library   | 20 Crown                          |
| 9 Hall  | 21 Ben Travers Theatre            |
| 10 Memorial Chapel  | 22 Queen's Sports Centre          |
| 11 RVW Music School   | 23 Hunt Health Centre             |
| 12 The Hub (Business, Leadership and Entrepreneurship Centre) | 24 Central Dining Room            |

## HOUSES

- |                   |               |               |
|-------------------|---------------|---------------|
| B Badettes        | G Gowboys     | R Robinets    |
| C Chetwynd        | H Hodgsonites | S Saunderites |
| D Daviesites      | L Lockites    | Su Sutton     |
| F Fletcherites    | N Northbrook  | V Verites     |
| G Girdlestoneites | P Pagetes     | W Weekites    |